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## From the Editor

### Ed.'s Big Adventure

Youth, Where is Thy Sting?  
or, Not for Geezers Only

WARNING: zooming to and from work listening to those golden anthems of rock on FM can be harmful to your grip on

reality. Such behaviours may make you forget that a 50+ demographic rules at UCFV, and that most of us are not so much the youthful firebrands of yesteryear as the legion senior citizens of tomorrow.

Actually this piquant fact was reinforced for me a few weeks back, in a pedestrian way, as I strolled by a Health Supply store. In the window, a medical bulletin that cruelly mocked 60's youth culture caught my eye. It read something like this:

If you were at Woodstock, or pretend you were, you are old enough to fit the profile for heart disease, diabetes, and all other diseases commonly associated with aging. Get checked now!

### In the Belly of the Whale

While some may be seated nearer the front, we're all on the same not-so-magic bus — as I discovered on a recent trip of my own to Healthsville, not long after encountering the above-noted ironic reversal. Packing up the old toothbrush and Jetson jammies, I showed up at VGH for a spot of corrective surgery. Guess I was placed on the Woodstock ward. Drugs were served 'on demand': mescaline and morphine, in your choice of natural, synthetic, or mixed variations. Funky furniture with

busy tentacles, elephants with articulated wooden trunks, nurses sporting electric blue auras — all hanging out and grooving on the healing vibes with me.

My senses were fully engaged. The institutional food, though not especially tasty, was suitably trippy, i.e., red, green, orange, and yellow Jell-O, all woobly and light-refracting on those modular plastic trays. There was even a low-key light show put on by the twinkling maintenance equipment. And beyond the smooth rubber shuffle of a hundred caretaking feet moving in the dark, I heard the faint burbly strains of "we all live in a yellow submarine" swirling around my bed.

But the *most* surreal moment came after I was released, bounced off home barely ambulatory for 'virtual' nursing care. My GP (who no doubt earns five times what I do

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*Contributions and ideas are welcomed from all FSA members.*

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and is apparently too busy for hospital visiting), contacted me after I was told that in-home nursing care was unavailable to folks living in my neighbourhood (why was never fully clarified). After briefly commiserating with my doped-up confusion, the good doctor urged me to rise phoenix-like from my bed of pain — keeping a firm hand over my bulging incision — and immediately launch a letter-writing campaign directed at Victoria re the under funding of BC physicians. His voice trembled with real emotion, and there were tears in my eyes too, as he explained that the only help he could offer was to advise me to write my MP — as soon as I was hallucination free and could efficiently operate a keyboard.

The other medical Staff — nurses, blood takers, orderlies — were great; talk about inhabiting the world of the flesh, as opposed to that seductively timeless realm of ideas, referred to so glibly (right about here) just last issue. In hospital the body is suddenly all, and generally it is treated in a dignified manner by those who come nearest to it over the dim linoleum floors: kind, compassionate, and for the most part respectful attendance is the rule.

Still, overall, the Medicare feeling is chaotically digestive; you feel you've been swallowed by a monstrous Health System Beast that's crazy out of control, ravenously devouring its own flesh and bone. For example: there is hospital care, and theoretically there is home care, but only in the timeless you-know-what. Turns out 'Home Care' is merely an euphemism for "go away and don't bother us while we save lots of cash by treating you neither here nor there."

In my recent experience, at least, there's almost nothing outside the ward for those 'walking wounded' post-surgery types who stagger, clutching tubes in hand, beyond the hospital door. One must endlessly 'advocate' (or have a kindly friend or partner take this role) for services (wound dressing, etc.) that are supposedly available out there to encourage swifter vacation of costly hospital beds — especially during RAD days when RADicalized doctors are away (sulking in their tents, as it were). No two parts of the system seem to communicate or even recognize that they are components of the same enterprise, and as a patient one can't help but feel an edginess to things (routines, tests, etc.) that seem out of synch and hence error-prone. All you can really do when in dire need of helping hands, as I discovered, is to hang out in Emergency, weak and wobbly in your wheelchair, and hope your turn will come soon.

### Coming up for Air

Quite an adventure — sort of a cross between *Wizard of Oz* and *Apocalypse Now*. I keep thinking that there must be a lesson to be learned in all this Health system stuff for us in Education, being as we are the second bulwark of provincial spending. The bane of bureaucracy is clear enough. But worse may be the impression I get that it's all just about money, that everything these days is bottom-lined, measured merely in dollars, and there are no absolute values placed anymore on endeavours that relate to the well-being and growth of body and/or mind. However much cash is thrown at such a system, it will not necessarily improve or become more humane — if there's no vision behind it.

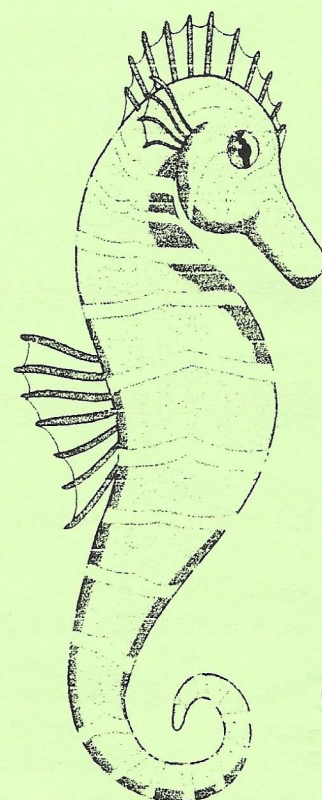
But, hey, that's just the drugs talking: On a more personal note to

any up-and-coming non-magic bus riders, I'd advise keep those notices about extended health benefits that appear in your mail close at hand. For me, the only thing that bridged gaps between the non-co-ordinated services and non-interactive departments of Medicare was the applicability of our own FSA sponsored coverage — for which I owe much of my timely and seasonally synchronized resurrection.

And speaking of hot unbridled excitement, the reports and articles below positively sizzle — giving us plenty of fuel for lively discussion at the AGM next month. Don't forget: We are looking for a new Pres, so bring along your dreams of domination, leather outfits, etc. For your nominating convenience, there is a form at the end of this issue.

See you there — or, in the golden days of summer beyond, under the boardwalk down by the sea.

-Richard Dubanski





## Letter to Editor

Dear Editor:

Your question posed in the last issue, "What does the Millennium really mean?" was very thought provoking.

The "hiccough of time" that you refer to, started for me in November '98 by the arrest of Pinochet. Towards the end of the millennium a national leader was held accountable by the rest of the world. I seemed to brush aside that Saddam Hussein was still moving from bunker to bunker, probably devouring black market big macs. I blithely ignored the fact that Milosevic was resisting every diplomatic gesture, not to mention military threat. Pinochet's trial in London meant dictators could no longer hide.

The global village had come of age.

However, my sense of time in January of '99 took an atavistic leap with the Clinton affair. Suddenly we were back in the fifties with a new McCarthyism — this time a sexual one. Clearly the American public did not favour Clinton's impeachment, but had this happened in the sixties many revolutionary voices would have taken umbrage. Their bell bottoms would have curled with contempt. With all due respect who would have thought the moral right could rely on our post modern ennui?

It is ironic that the Clintons, the brightest of sixties children, with their bold new reforms of health and literacy, were subjected to Starr's nineties McCarthyism.

By February of '99 time became warped again — almost Wellsian in tone. Time is a mystery. It moves laterally. It slithers away from you.

And then *déjà vu*.

-Marion Llewellyn

## President's Report

This will be my last *Words & Vision* report as your President. It would be great to take some time here, reflect on the past two years, and share my ruminations with you; but there is a great deal of activity going on within the Association just now that you need to be made aware of. In fact, with the term of the present Executive up by mid-June, we are feeling a certain anxiety over the number of issues that still require careful and time consuming work. Below are listed a few of these, with a summary of what is being done at the present time:

### Regularization

After ratifying the Common Agreement (the provincial collective agreement), each participating union/association was entitled to notify its employer as to whether it intended to open up discussions on employment security and regularization of the person. The FSA did serve such notice to Skip Bassford, but because we did not have a member-approved proposal to table, we requested that the time lines delineated in the Common Agreement be extended to allow us to develop a proposal and get its approval. Skip's response letter agrees to be flexible with the dates.

Over the past few weeks, the FSA has been participating in a number of teleconferences held with our fellow CIEA locals that are trying to

negotiate regularization with their employers. In each case to date, when talks have opened they have been contentious and unsuccessful, and at this point it looks as though all of these cases will end up at arbitration.

The FSA is reluctant to become involved in similarly antagonistic and unproductive discussions. Our history of cordial negotiations with UCFV, as well as the fact that many of the issues that are particular hot points at other university colleges are simply not problems here, lead some of us on the Executive to believe that there may be a way to avoid this. To this date, the members of the Executive have been meeting to discuss issues around regularization of the person, with a view to putting together some draft proposals that would be brought to the membership. We know a number of things for certain:

- discussion of regularization of the person generates controversy, both with Management and within our membership
- while there are some issues in common, the regularization of Faculty presents some different issues than regularization for Staff; the FSA wants a parallel, if not the same regularization process for both of these two constituencies

David Morosan has written a background paper on the issues surrounding the regularization issue for Faculty, and this has been distributed both to the FSA Executive, and also to Management. This paper has also been made available to the membership, and is reprinted in this newsletter. We (some members of the FSA Executive) have had some preliminary discussions with Skip Bassford, Barry Bompas, and the



Management Committee, to see if we can separate out which issues regarding regularization are most contentious, and to determine whether they need to be discussed separately, or are necessarily problems that are inherent in regularization. The Executive hopes that the forums on March 31st will allow us to do the same with our members.

I am hopeful that through open discussions with our members and with Management, the FSA will be able to come up with a regularization proposal that will work at UCFV.

### Faculty group discussions

I have long been aware of the fact that there are some constituencies within our organization that do not always feel well represented. Over the years, I've heard this from Staff as they felt that Faculty tend to dominate discussion both in the newsletter and at general meetings, thereby driving the agenda. I've also had discussions with FSA members who were supervisors or managers, who sometimes feel as though they are not adequately represented by the FSA because the FSA is representing the people they supervise. And lately, I have heard from a number of full-time, B-contract Faculty who feel that they may not be getting the attention to their issues that they should.

It's certainly true that the past round of collective bargaining saw our local negotiations focus largely on issues that were important to Staff and to our regular part-time members, and although the common provincial table was completely concerned with Faculty issues there is a

feeling among some of our membership that the issues discussed there were not particularly UCFV's issues.

A group of Faculty has been meeting together over the past month or two, to discuss issues that are of concern and to explore ways that Faculty might come together to broaden the discussion. Representatives from this group met with some members of the FSA Executive on March 4th, to discuss the nature of the group and where they see it going.

While there had been rumours that this group might try to split away from the FSA, we were assured during this meeting that this was not the intent at all. Rather, this group would like to gather together Faculty to discuss issues that are important to them but which they feel tend not to be sufficiently addressed by either the FSA or other UCFV bodies. The issues presented as examples included evaluation, support for research/scholarly activity, and institutional ethics.

It is of course completely reasonable for groups to get together to discuss their issues, to come to consensus and to take requests to the agencies or individuals who can deal with them. In fact, if we on the FSA heard more coordinated, 'official' positions or requests from our various constituencies, our lives would be much easier. So I'm happy to support any group that attempts to pull together the diverse views of Faculty into some kind of coordinated requests for action.

My major concern is in the potential situation where the request of Faculty works against another constituency within the FSA. As Kevin Busswood has so eloquently expressed it, there has been historically within the FSA a certain

"rough justice" that finds balance between the sometimes conflicting needs and interests of our two major constituencies, Faculty and Staff. If a formalized, coordinated group of Faculty begin to be heard at Management, UCC, etc., potential exists for the balance that has traditionally been achieved from within the FSA, using this rough justice, to be thrown off. The FSA is obligated to represent the interests of the collective as best it can, which means that the interests of individuals, and sometimes even of individual constituencies, must be sublimated.

So the questions that cause me concern as I watch this new group develop are these: If a difference of opinion emerges between the Faculty group and the FSA, how will this be resolved? By UCFV Management? Are we comfortable with the idea of having our conflicts resolved outside our organization? Will it become effective for other groups to organize outside the existing UCFV structures of FSA, UCC and Management?

The issues that these Faculty members list as topics for discussion are all issues in which the FSA has an interest and has been active. At the Labour Management table, the FSA and Management have been discussing the topic of evaluations, how we might proceed with a review of the current evaluation processes and practices, and how we might come up with recommendations for change. At the next LAMM meeting on April 6th we will be determining a process and some time lines for doing this, and the input and feedback from Faculty as well as from Staff, supervisors, RPTs and other constituencies will be vital in development of an effective and fair evaluation system.



Improved support for scholarly activity was a proposal that the FSA brought to the local negotiating table this past year, but with money items restricted to the common table, it quickly became apparent that any improvement to the funding for scholarly activity within UCFV would come at the expense of some other internal allocation, and so this proposal was dropped. The FSA is in full support of improving funding and release time for scholarly activity, however, and we hope to see this done by helping to attract outside dollars into UCFV for this purpose.

The FSA also supports the work being done by Jeff Morgan and his institutional ethics subcommittee of UCC. An ethical environment is enhanced by a structure that allows for fair and transparent processes, and the FSA has taken a leadership role within UCFV during the past few years to try to encourage the institution to adopt such practices.

So, despite some concerns I do support the Faculty members who want to bring Faculty together to communicate. My hope is that this group will work with the FSA to ensure that Faculty voices are heard, and to ensure that we, as an Association, will continue to achieve our version of rough justice.

## FSA Restructuring

Which leads into the next initiative that has the FSA Executive engaged right now, and that is the discussion around how the Association can change and adapt to meet the changing times and the needs of the membership.

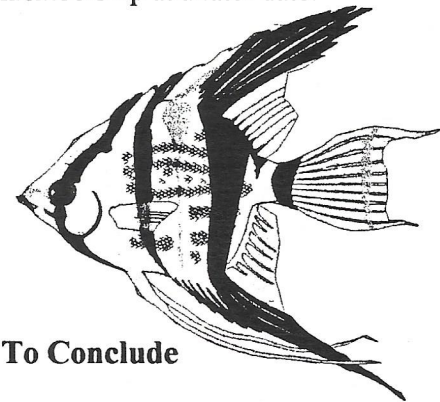
At our March 24th meeting, the FSA Executive agreed to a number

of motions which will have a subcommittee look into and make recommendations on the following:

- mechanisms to allow the Vice Presidents to receive duties delegated from the President (This in an effort to address workload problems experienced by the President.)
- the decision-making structure of the FSA, and the workload of the President and Grievance Chairs (The concern of the Executive is that too many decisions are required of these particular officers, largely because they are the only members of the Executive with significant release time. This leads to at least the perception of a lack of accountability to both the Executive and the membership, and it also leads to exhaustion and burnout for the individuals holding these key positions.)
- training of Executive members, and documentation of FSA activities. (Each year a new Executive takes over what has become a significant job, with in most cases no training, and with limited documentation of cases argued and agreements reached in the past. As UCFV and the FSA grow, labour matters become more complex, and we need to acknowledge this.)
- the composition of the FSA Executive, and the representation of our member constituencies (This addresses the concerns that the FSA may not be effectively representing all of our members from all of the diverse constituencies that exist within our organization. While we have been committed since our inception to recognizing our two major components of Faculty and Staff, and we have

established Executive positions to represent non-regular employees, the status of women, and human rights, we have not taken a systematic look at how we represent our members. It's time to do that now.)

At this late date in our terms of office, this year's Executive will not be able to complete the task of restructuring the FSA, because of the necessity for broad consultation with the membership and the time lines that have to be followed when implementing constitutional changes. However, we are hopeful that we will be able to make some recommendations regarding the budget that will take effect immediately, and others impacting the FSA constitution that next year's Executive can work on to take to the membership at a later date.



## To Conclude

Within the next month you will be receiving the FSA Annual General Meeting package, and in it you will find my year-end report. I'll save my farewells for then.

I would, however, like to take this opportunity to thank the amazing editor of *Words & Vision*, Richard Dubanski. Through the past two years that I have been President, he has been ceaselessly patient and supportive as I have struggled to produce columns and articles. Sometimes (!) I miss our deadline because I face writer's block or some urgent event intervenes and prevents me from sitting down at my computer, and



Richard is always gracious about giving me the time and the encouragement I need to produce this column. In addition to playing the role of literary midwife, he always manages to take the month's events, which to me can seem relentlessly serious and/or unpleasant, and give them a different look as he views them through his delightful (dare I say quirky?) perspective. Thank-you, Richard.

And Fenella, as always, thank-you to you for the patience and support you provide in getting this newsletter to print and into members' mailboxes. It's a big job that involves a great many people, and you do it with grace and good cheer.

And, finally, a reminder to all FSA members that our Annual General Meeting will be held on the afternoon of Wednesday, May 5th, at the Abbotsford campus. Be sure to make arrangements to attend. Details regarding time and room number will follow soon.

-Kim Isaac

## Faculty Grievance Chair Report

### Grievances Ongoing

1. Policy grievance regarding failure to cluster Faculty work. The FSA put forward a policy grievance to the president citing the inconsistent application of Article 13.1(a). This article obliges UCFV to create Regular Part-time contracts greater than half-time (RPT>50%) wherever possible.

This grievance, which has remained unresolved since the fall, will now be discussed in the

context of bargaining the outstanding issue of regularization.

2. Dismissal of 'B' Faculty member without just cause. Employer alleges lack of truthfulness regarding Faculty member's reporting of outside work. Grievance initiated at Step Two. Dismissal has been withdrawn. UCFV no longer considers the matter disciplinary. Informal methods aimed at personal dispute resolution, together with the employer's agreement to remediate losses suffered by the member, should bring this dispute to a fair conclusion shortly.

3. Failure to assign work to long-serving RPT< 50% instructor. Instructor who was entitled to work discovered that the work had been assigned to a newly hired instructor instead. Management argued changes in course structure disqualified previous instructor. Management failed to demonstrate that course changes necessitated a change in instructor. Grievance has been brought to Step Two. It now appears that work assignment occurred in response to the department's unclarified inquiries regarding qualifications that the instructor has acquired since the instructor was first hired. Discussions are ongoing.

### Grievances Resolved

1. Unfair treatment of Faculty regarding allegation of student complaint about instruction. Several discussions about alleged student complaints occurred among Management and with students before the Faculty member was made aware of the complaint. A long delay occurred before Faculty member was informed. The dean then initiated a student evaluation of the Faculty member. Evaluation was then canceled after protest.

UCFV decided not to formally investigate the student complaints several months later.

The process used by UCFV in handling the complaint has been clarified, to a great extent. Apology to Faculty member was received and accepted. Recognition of adverse effect on the Faculty member's work environment and the related stress has been appropriately acknowledged. The grievance is resolved at Step One.

**Selected questions raised, but not (yet?) brought to grievance. Feedback and opinions are especially welcome.**

1. What should department/program heads do when anomalous circumstances arise regarding the application of work allocation procedures? The agreement reached through bargaining includes a provision for anomalies to be discussed and decisions about them to be documented and compiled by the FSA and Employee Relations. So, if questions arise or ambiguities are discovered, bring them to the FSA and Employee Relations. The first set of these answered questions from the Labour and Management meetings appears below.

2. The FSA was recently asked to adapt the hiring rules for the regularization of a position for which the incumbent has been working for about four years, and was originally hired by an SAC. The FSA feels that, in these circumstances, where the regularization of the position is overdue, UCFV is obliged to honour the seniority of the incumbent. At the same time, other FSA members who may feel they are more senior and qualified for work have the right to be made aware of the position becoming regularized, and to apply for



it. Likewise, other candidates who may wish to become known for future part-time work should also have the opportunity to be identified as on-call employees.

The FSA Executive recommended that a posting be issued for internal candidates only, indicating that an incumbent candidate exists and will be considered for the position. We also acknowledge that if the set of applications does not produce another candidate who might reasonably be expected to contend for the position, that the SAC might choose not to complete the usual SAC process entirely. In this case, it would be important for the SAC to process the applications of candidates who wish to have their credentials judged for the position, and to provide appropriate feedback to them, including the notification of those who are identified as employees on call.

Management's response was that Employee Relations usually informs the candidates of the existence of an incumbent as they submit their application, and that this informal method was preferable to a statement on the job posting itself because the posting might discourage potential candidates who are unaware of the policy regarding internal candidates and on-call work. The FSA argued that with proper publicity about these policies, the consistent use of written notices was preferable to the inconsistently applied, informal method of past practice. Discussions are ongoing.

3. Questions have been raised regarding the role of departments in the setting of criteria and in judging qualifications when hiring Faculty.

While it is true that departments (through SACs) are responsible for setting the criteria and judging the required qualifications of applicants for new positions, this responsibility is delegated to department members by the Dean. The Dean is ultimately responsible for the hiring, and for ensuring that policies and Collective Agreement provisions are applied fairly and consistently. The issue of who is responsible for setting policy about instructor qualifications is currently an interesting one here at UCFV, since University College Council (UCC) appears to have that responsibility, but does not yet appear to have created a mechanism for discharging it.

Even in the absence of any explicit policy, however, Management would still be responsible (and perhaps grieved) if the relevant practices are found to be inconsistent or arbitrary.

Finally, in those cases where the qualifications of a current instructor are in dispute or under suspicion, the matter then becomes one of discipline. Such cases must also be administered by the Dean.

### **Decision Items from Labour and Management Meeting (LAMM)**

Issues: March 23/99

As part of the negotiations about work allocation, the FSA negotiated a mechanism whereby ambiguities and/or special circumstances pertaining to work allocation could be discussed and documented jointly by Management and the FSA. We have agreed to conduct these discussions at the Labour and Management Meeting (LAMM) and to document and distribute the judgments made there, to the general membership.

This is the first set of such decision items. To this point, the issues brought to LAMM and the documentation of them has been initiated by the FSA with the help of our membership. The FSA would like to thank these participants, and continues to encourage all members who wish to contribute to the documentation of these interpretation issues to bring their inquiries to the FSA to be submitted to this process.

### **Application Questions for the Work Allocation Guidelines**

**Issue 1.** A full-time instructor at another institution has been teaching here for several years. How does a department head solicit information about his outside work, and then how does the decision to cut back on his allocation become communicated?

Answer: When new work is available for RPTs, a standard form will be presented to them asking them to declare their outside level of employment (as a percentage of full time). It will inform them that their work at UCFV will only be assigned to such a level that provides them with full employment, and that a failure to report their work situation fairly may result in disqualification from part-time employment at UCFV. A fully employed person will be offered a section only as an overload, and only after current instructors are offered overload opportunities.

**Issue 2.** An RPT=100% has already taught an overload. Does she qualify for a spring course?

Answer: a Spring section would be a second overload, and would be allocated accordingly.



**Issue 3.** An RPT=100% wishes to teach a spring session. Does he have priority over regular 'B' Faculty?

Answer: No, he is considered employed through May and June. Further LAMM has agreed that 'B' contract holders should be given priority over an RPT=100 % for spring session overload allocations.

**Issue 4.** A new course is being offered in a department. Only RPTs are available to teach it next year. An SAC will be conducted to determine the allocation. Does the chair of the SAC have a right to require an updated CV from RPTs who wish to be considered?

Answer: Yes and no. The SAC can ask for relevant information, as in any SAC, and the SAC will base its decision on the information received. A failure to provide a CV, doesn't automatically exclude the candidate from consideration.

**Issue 5.** At what point does a new RPT, who is teaching in the fall, become entitled to work allocation for the winter?

Answer: A new RPT will be considered for work in the next semester, provided evaluations of the current work are satisfactory. The evaluation of these instructors and the processing of these evaluations will be given top priority. So, ordinarily these will be available when decisions are to be made for upcoming work allocation.

-David Morosan



## Staff Grievance Chair Report

About this time two years ago, Fenella and I started looking into how UCFV support Staff compare to other College/University College Staff employees in wages. I went into this expecting that UCFV Staff wages would come in lower than most others, but I was wrong. We are actually smack in the middle.

As of spring 1998 there are three other CIEA Faculty and Staff Associations in BC at: Nicola Valley Institute of Technology, Institute of Indigenous Self Government, and the Kootenay School of Fine Arts (David Piasta, our previous CIEA Staff rep, was instrumental in all three obtaining certification and in bargaining their first contract). However, until then the UCFV Faculty and Staff Association was unique within the province. Most of the other BC College and University College Staff belong to either CUPE (Canadian Union of Public Employees), or BCGEU (British Columbia Government Employees Union). So, it was basically CUPE and BCGEU College and University College Staff wage scales we compared UCFV Staff to.

Collecting this data wasn't easy. Often we found that two positions, say one at Kwantlan and one at UCFV, had the same job title but very different job descriptions. Or, two positions had similar job descriptions but completely different titles. Many of our senior

Staff positions, the Writing Centre Consultants, for example, are Faculty positions at other institutes, so we couldn't make a comparison. Our top of scale is high compared to many in the province, but we don't have anyone at top of scale in Groups 13 and 14 (and only a very few in Groups 12, 11 and 10). Most of our Staff are clustered in pay Groups 2 to 5 (3 to 6 on the old scale), so those are the groups we concentrated on.

The range from the low to high end of each pay group also posed a problem for us when trying to make comparisons. As far as we know, we are the only College/University College support Staff in the province with six steps in each pay group. The greater number of steps in our pay groups often result in a greater spread between the top and bottom of each group, compared to others like us in the system. So, when comparing a position's starting salary, UCFV might come in at the low end, but wind up with an average or higher salary at the top step of that pay group.

The following table (beautifully done by Admin Assistant Jacquie Ritter) compares annual salaries of specific positions at UCFV to other Colleges and University Colleges throughout the province.

The union to which each Staff component belongs is listed with the institute's name. We received this information before UCFV Staff went on to the new pay scale in February of 98, so the comparison is made to our old pay scale. Keep in mind that although none of these positions are exactly the same from institute to institute, we used the present UCFV job title for easy identification.

-Bev Lowen



Institution	Office Clerk	Communications Administrator	Accounts Payable Clerk	Shipping/Receiving Supervisor	Admin. Assistant	Library Technician	Instructional Assistant	Payroll Clerk	Buyer
	<i>Based on Annual Salary Range</i>								
UCFV, <i>FSA</i>	25968-31944	28212-34716	28212-34716	29532-36696	29532-36696	29532-36696	32208-40044	28212-34716	29532-36696
BCIT, <i>BCGEU</i>	28527-31730	28527-31730	30908-33291	34193-37133	36082-39416	28521-30519	42299-49948	30908-33291	38275-41699
Camosun, <i>CUPE</i>	26984-28501	29049-30711	32465-34329	36339-38421	35005-36978	28521-30519	N/A	31296-33086	33726-35644
Capilano, <i>CUPE</i>	28344-31908	28344-31908	31908-35916	N/A	31908-35916	N/A	N/A	33852-38100	35916-40416
CNC, <i>PPWC</i>	35005-36229	32831-33982	35005-36229	32831-33982	32831-33982	32831-33982	N/A	31315-31826	N/A
Rockies, <i>CUPE</i>	28440-31860	28440-31860	29592-33144	N/A	30732-34440	30732-34440	N/A	31308-35076	31884-35724
ECAID, <i>BCGEU</i>	28680-29760	29760-31128	30180-31692	30180-31692	29376-30612	32544-36132	32544-36132	32544-36132	30180-31692
Kwantlen, <i>BCGEU</i>	28281-30949	28281-30949	29188-31844	30072-33726	30072-33726	31844-35699	36740-41180	29432-32776	31844-35699
Malaspina, <i>CUPE</i>	N/A	27744-29336	30197-31789	32624-34217	N/A	31398-32990	N/A	30197-31789	37505-39097
NVIT, <i>FSA</i>	N/A	19584-27648	23327-35676	N/A	27200-44800	23327-35676	N/A	19584-27648	N/A
N. Island, <i>CUPE</i>	26253-27934	26253-27934	29907-31826	N/A	34786-37015	33561-35717	N/A	31132-33123	38458-40906
Northwest, <i>BCGEU</i>	29075-32311	30667-34086	32233-35835	32233-35835	33825-37583	33825-37583	N/A	38575-42856	40167-44630
OUC, <i>BCGEU</i>	27678-31762	26742-30688	28647-32874	27678-31762	28647-32874	28647-32874	31762-36449	28647-32874	29650-34025
VCC, <i>CUPE</i>	26267-30065	27919-32340	29900-34743	32175-37532	32175-37532	34579-40559	34579-40559	35678-41864	38654-45413



# Human Rights Report

The CIEA human rights chairs had their second gathering in Vancouver on February 19-20.

Friday night we were surprised by a brief visit from Ed Lavalle. He summarized the advancements of human rights in the 90s (examples, extension of the definition of spouse, the duty to accommodate) and concluded that we have much to celebrate. However, the processes for securing a harassment- and discrimination-free workplace has to be improved. Therefore our next focus should be education and advocacy. Shop stewards are well positioned to do this work, he suggested. Moreover, the local contract chairs should be meeting with the status of women and human rights chairs.

## Issues and updates from the locals:

☛ Russ McNeil (Malaspina) has created a web page for the Human Rights Committee. The President's Council wants the page to be managed under the CIEA pages. The committee would like to maintain the page, updating links and deleting information. We consider that this falls under our mandate to educate. In any case, we are requesting that President's Council look at creating policy regarding web pages.

☛ 'Bullying' can be considered another word for personal harassment, reports Tony Berrocoso from Selkirk. At the present time personal harassment

is not included in the human rights code.

☛ A number of the chairs reported that they meet with the contract, grievance and bargaining chairs attending one another's meetings.

☛ Betty Mosher (Chair) from College of the Rockies said she had previewed a Canadian-made video with scenarios that could be used for generating discussion on human rights. She also reported stats showing that their highest numbers were cases of harassment and discrimination involving Staff and Faculty.

☛ Kwantlan and OLA do not have human rights officers. Kwantlan's Vice President of education services deals with complaints and they rely heavily on direction from their legal council.

☛ Cariboo College initiated a human rights celebration to commemorate the UN 50<sup>th</sup>. The college invited the First Nations' participation in designing the event. Their keynote speaker was an Inuit leader from Nunavut. Many campuses had some event for the 50<sup>th</sup> anniversary.

☛ I reported on the planning and delivery of the human rights awareness week at UCFV and handed out some of the excellent brochures that community relations created (thanks especially to Don Wright). I also noted the launch of a Pride Network at UCFV.

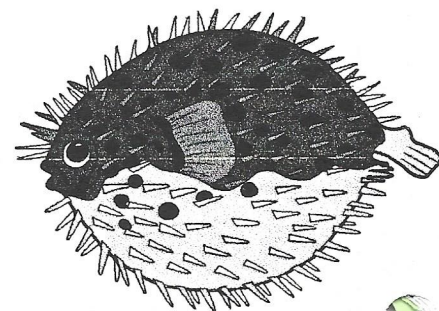
The Saturday session began with a workshop on harassment developed by Lee Whyte. She provided us with a tabbed notebook with the relevant BC code sections, case studies in brief and some in detail, and, finally, a copy of the common agreement on harassment.

There was considerable discussion around the mediation clause, as members are still concerned about the maintenance of an informal process.

Another item that provoked much discussion was the duty to accommodate persons with disabilities. Institutions are quite vigilant because law suits are becoming common. Particularly in the area of accommodation for persons with learning disabilities, institutions vary in their requirements for obtaining services.

Before adjournment, we had a discussion of the workshop recommendations we would make to the AGM planning committee. Everyone favored a workshop that would encourage reflection upon our own behaviours. We can't improve the climate at our institutions if we think we are not part of the issues. *Fever*, a play performed by Lucas Foss (College), forces audience members to consider their responsibility in several forms of exploitation and discrimination. The play will be recommended as a focal point, perhaps to launch the AGM.

-Ellen Dixon





# Regularization

## Issues

Probably the most significant aspect of contract negotiations still outstanding from the latest round is the issue of regularization. The FSA and Management have agreed to negotiate this in the upcoming weeks, and the FSA has promised that any proposed settlement of this issue will be brought to the membership as a whole for a vote of approval. In order to facilitate discussion of this issue with Management, and in order to clarify the family of issues involved, this summary has been compiled and distributed to interested members. This is not a proposal, although its very existence does advocate for a moderation of positions. It is simply meant as a starting point for UCFV to discuss the topic and to serve as a reference point from which to critique future proposals.

This summary has been prepared specifically with a view of regularization as it affects Faculty. The FSA has made it clear to Management at UCFV that any language negotiated on regularization of Faculty will have an equivalent, at least in intent if not in the details, clause for Staff.

### Clarification of Terms

**Regularization** In general, this refers to the conversion of a contract from one that is renewed once a year or more often (RPT), to one that is considered automatically renewed unless cause for discipline is found ('B' contract).

**Regularization of position** means that after a certain period of time

(in our previous contract this was three years for Faculty), if a Faculty member has had a RPT contract equal to or greater than 50%, then that *position* becomes converted to a 'B' contract (regularized), and the person holding it can apply, but is not necessarily given the contract.

**Regularization of person** would mean that the *person occupying the position* for the required years would automatically be granted the 'B' contract.

**Clustering** refers to the grouping of work to be offered to a single employee, rather than splintering the work in smaller portions to several employees. Under the current agreement, if there is no clustering, there need never be any regularization.

**Cost of Regularizing Person Rather Than Position** = no cost.

**Regularization Cost** = (cost of 'B' contract) - (cost of RPT=100% salary)

**Clustering Cost** = (cost of RPT=100% salary) - (eight courses at the sessional rate)

**Current Problems Facing UCFV (with impact on regularization issue)**

i) Cost of regularizing our Faculty.

ii) The clustering of Faculty work is aversive to departments who are budget-conscious. The result is that clustering and regularization both have been neglected, and neglected to varying degrees across departments. And so, UCFV has some expensive catching-up to do.

iii) Incumbent RPTs are sometimes perceived to be less renowned

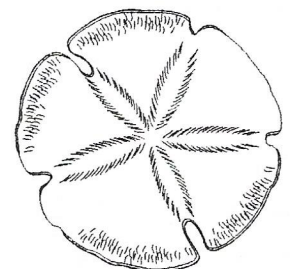
scholars than those who would apply from elsewhere.

iv) The ideological battle as to whether UCFV should be emphasizing the development of its university/scholarly face or its instructional/community training face (or how to mix these) currently is fought within each department. The result is that the emphasis (or balance) across UCFV is not coherent, and many Faculty members feel threatened by the views expressed by their own departmental colleagues. For some, the regularization issue is perceived to be one of the battles in this larger fight.

v) The inconsistent treatment of RPT Faculty members across departments puts UCFV in a precarious position with regard to grievances/arbitrations, both when individual cases are involved, and when a policy grievance is made.

vi) The inconsistent past practice of converting some individuals to regular contracts has eroded Faculty members' faith in fair practice at UCFV (of Management and of the FSA).

vii) The rationale for growth rates across departments is mysterious to many; there is a need to have the numbers of regularized Faculty within a department linked to growth in programming, consistently across departments.





viii) RPTs are given mixed messages about their role in departments. They are often told they have no obligation to become active in committee work, etc. Yet they are told their record in this regard is considered when permanent hiring is done. Yet, they have no security in knowing that they will in fact be considered for conversion of the position they hold. The result is often that UCFV does not get service from these Faculty, thereby increasing the workload for the 'B' contract holders.

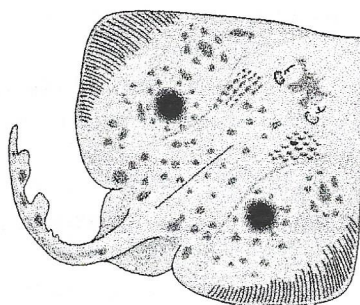
### The Regularization Issue and Related Controversies

In principle, moving from the regularization of the position to the regularization of the person is cost-neutral, allows departments to secure their permanent colleagues earlier, and would alleviate many of the difficulties cited above. Yet, opposition to the idea is strong among some members. Why?

Some of the opposition to regularization of the person seems to be based on assumptions about how other related issues will be decided in the course of adopting a new regularization policy. Some of this opposition is focused on the following ideas, all of which can be de-coupled from regularization of the person, per se. At UCFV we need to determine which of these issues are contentious, and why. This would allow us to shape our regularization policy with these related concerns in mind. It would also allow us to understand how to address these concerns in other policy contexts.

Some major issues that have emerged in discussions thus far:

i) **What types of contracts get regularized?** One controversy about regularization that arises in other institutions is whether all RPT positions ought to be regularized, or whether only RPTs with 50% or greater contracts ought to be considered. At UCFV, our work allocation procedures provide for a distinction between RPT contracts less than 50% and the more full contracts. The information and issues outlined in this present paper are predicated on the idea that the regularization of the person will only occur for RPT positions equal to or greater than 50%. This is an issue for debate, however, and the prospect of regularizing all RPT work cannot be completely ignored in discussions.



### ii) Costs Related to Regularization

There is a belief in some members of UCFV that the cost of regularization necessarily includes the cost of converting all our RPT work to 'B' positions. We must clarify that the attempt to provide security and predictability for our RPT instructors can be discussed independently of the desire to cluster all the work within departments. UCFV has neglected to cluster some positions in recent years, and so, has some catching up to do. However, regularization of the person can be adopted without requiring 100% clustering of work. Further, this separate clustering cost problem can be solved by phasing in the regularization costs of newly clustered

positions over time (thereby distributing the budget effects over several years), and/or by a commitment to clustering targets which are set at less than 100% of the course sections taught.

iii) **Incumbents.** There is a belief that adopting regularization of the person necessarily means regularizing all the RPT 50% or greater Faculty members we now have. Again, we need to separate the issue of how incumbents will be treated. In absolute terms, UCFV could decide not to regularize any incumbent person; that is, we could begin regularization of the person only for newly hired RPT = 50% or greater Faculty. Realistically, UCFV has a past practice of regularizing persons, particularly when their conversion (to a 'B' contract) is overdue. In the discussion of regularization, a fair solution for incumbents is a related, but separate, issue.

iv) **Creeping Seniority of RPTs.** There is a concern among some members that regularization would mean an RPT who was hired to teach as little as a section or two (who perhaps has never been through a SAC), would immediately become regularization-tracked. This version of regularization is one model that could be adopted. But at UCFV our work allocation guidelines currently include a break of this seniority build-up at the point where an instructor's workload requires UCFV to issue a RPT = 50% contract. The allocation procedures ensure that all new RPT = 50% or greater contracts are to be posted. By doing this, we have indicated that seniority as an RPT less than 50% is not relevant to the assignment of a 50% or greater contract. So, at UCFV it would be most consistent with our past practice if we commenced the



regularization entitlement at the moment when an instructor won a competition for a 50% or greater contract. This, like all of these issues, is part of the negotiable package.

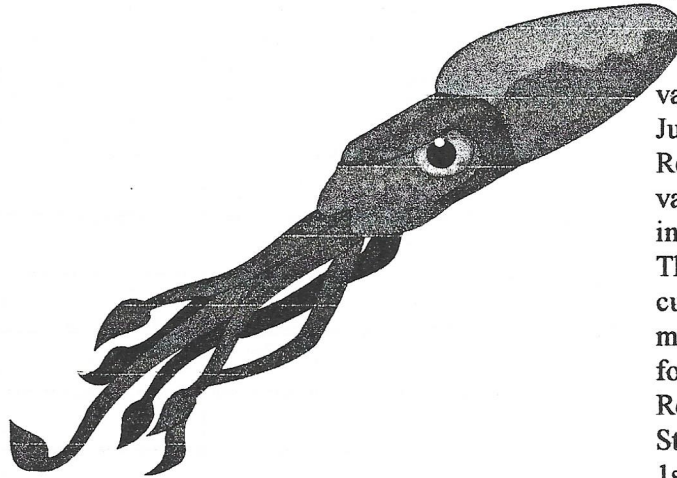
v) **Impact on Culture of Scholarship.** There is concern that regularizing Faculty whose career emphasis is teaching, not research, will compromise the argument for greater scholarship opportunities at UCFV.

This is a complex issue, for many reasons. First, as a general community UCFV needs to clarify what is an appropriate mix of research academics and instructional scholarship. The nature of this mix is an issue regarding i) the make-up of the institution as a whole, ii) the profile of individual departments, and iii) the constitution of individual Faculty members' roles. Until UCFV clarifies how it will regulate this mix, all discussions about the regularization of incumbents will be complicated by this concern.

Ironically, while the short-term measure of regularizing current incumbents may add Faculty members who were chosen by their department primarily for their teaching abilities, the long-term implications of regularizing the person is that departments would choose their full-time permanent colleagues as soon as a RPT equal to or greater than 50% position is posted. The provision of a "regularized-track" posting at this point would attract a wider selection of candidates (including research academics) for these RPT positions than occurs under the current system.

It may become useful to design a mechanism to regulate this mix. Again, this issue is related to, but distinct from, regularization.

-David Morosan



## Staff Vacation Entitlement

As per our recently ratified Collective Agreement, there is a change in Staff vacation entitlement.

Starting with fifteen vacation days in year one, Staff will receive one additional vacation day for each year of continuous service up to thirty days in year sixteen. The new entitlement will affect all Staff with less than twenty one years of continuous service, but will have the biggest impact on those with less than four years continuous service, and those with between thirteen and twenty years of continuous service.

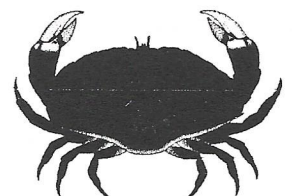
Continuous service is *not* based on hours worked, but rather on a person's continuous employment with UCFV on a type 'A' or >50% (greater than 50%) contract.

The following table (page 14) shows the difference between the old Collective Agreement entitlement language and the new:

Up until 1999, the Staff vacation year was calculated from a July 1<sup>st</sup> start date. Employee Relations had to pro-rate everyone's vacation entitlement from his or her increment date back to July 1<sup>st</sup>. This procedure was extremely cumbersome in itself, but what made things even worse was that, for accounting reasons, Employee Relations also had to re-calculate the Staff vacation budget back to April 1<sup>st</sup>, the beginning of the fiscal year. Eleanor suggested that UCFV move the start of the Staff vacation year from July 1<sup>st</sup> to April 1<sup>st</sup>. This was brought to the bargaining table and we agreed. So, from 1999 onward, April 1<sup>st</sup> is the beginning of the Staff vacation year.

Each Staff employee will be receiving a notice from Eleanor stating her or his retro vacation entitlement and entitlement for April 1, 1999 to March 31, 2000. If you feel your entitlement is incorrect, please call Eleanor at local 4398, or Bev at 4449 (so I can once again give incorrect information and really screw things up for Eleanor).

-Bev Lowen  
-Eleanor Busse-Klassen





IN YEAR:	NO. OF VACATION DAYS: OLD ENTITLEMENT	NO. OF VACATION DAYS: NEW ENTITLEMENT
1	15	15
2	15	16
3	15	17
4	15	18
5	15	19
6	20	20
7	20	21
8	23	23*
9	23	23
10	23	24
11	25	25
12	25	26
13	25	27
14	25	28
15	25	29
16	28	30
17	28	
18	28	
19	28	
20	28	
21	30	

\*On the old table, Staff received 23 days vacation in year 8, and as we did not want anyone to lose vacation days when going from the old to new table, we skipped to 23 days in year 8 rather than year 9.



## On *Not* Adding Gasoline to Fires

This started out as a submission on scholarly activity, but it ends up somewhere else. Bear with me on the journey of discovery.

I've never been sure why I always feel such instant opposition to the movement to get more scholarly activity funded here. After all, I married a dedicated scholar. By day, he's a mild-mannered university computer support person, helping people with their e-mail problems and suchlike. By night, he writes papers with titles like, "Analytical solutions of a spherically symmetric collapse of an anisotropic fluid body into a (regular) black hole".

So I do know that scholars can really be quite cute and cuddly when you get to know them. Better yet, I also know that it's not only Faculty who can enrich their institution and the world of knowledge by their scholarship. And best of all, I know how valuable scholarly activity is to the person doing it — when my husband got back into scholarly activity after a ten year gap, he rediscovered the sense of purpose and self-worth that he'd lost in his daily grind.

Then why have I found myself less than fully sympathetic to those who seek to put scholarly activity here on a firmer footing? I analyzed my resistance philosophically (are my values consistent?), psychologically (am I jealous, or just too insecure?), mathematically (have I identified

all of the relevant variables?), and even chemically (a little too much acid in the mix, perhaps?) Nothing provided an answer.

And then, last week, I had an "Aha!" and I think I've got the solution. Scholarly activity isn't the problem. It is merely one of the things that touches on our competence. And when something touches on our competence, we can feel most extraordinarily sensitive. And when we're sensitive, communication goes awry, and the result is tension — of exactly the sort we see swirling around the scholarly activity debate. A remark not intended offensively comes across as a real 'zinger', perceived as a challenge to competence.

For instance:

Said at a department meeting attended by an RPT whose position is being regularized: "We must advertise externally, to be sure we get the best qualified candidate. We want to hire for excellence." The RPT in question holds two Ph.Ds, one of them from Oxford.

Said of colleagues who have MAs, "They could get Ph.Ds, if they really cared."

Said of a non-teaching Faculty member, "I don't think Staff should be voting on Faculty issues".

Said to department heads: "I think only the people who have the best teaching and research records should be department heads. We have to have some standards!"

Said in the context of encouraging more scholarly activity: "We're fortunate to have so many newly-qualified people here who are really

up-to-date in their fields."

Said to a philosopher who advocated seminar format in first year classes: "It's all very well for you to have discussions in your first year classes — *you* don't teach content."

Said by one philosopher to another: "That's a very interesting course proposal, but is it really *philosophy*?"

Said by a member of the Arts Faculty to a member of Applied Programs: "We are the only department which combines theory and practice."

[*Exercise for the reader:* Figure out (a) the innocent intention behind each one of the above, and (b) the unflattering connotation read into each one by its hearer. This had to be left as an exercise for the reader because I'm still stuck on a couple of them myself.]

The eight examples above come from eight different speakers, who represent seven different disciplines. And I'm sure there are more. Every time I showed the early drafts of this to other people, they gave me new examples. And every time a person gave me an example, I could see the flash in that person's eyes as the gasoline ignited in memory. The 'zing' remains, even when the remark's been reduced to an "I remember the one where..." anecdote.

There are several theories on how to smother the gasoline fires, but my concern is that I don't think any of them really help.

There's the "Get past it!" theory, which says that the speakers are either (a) so innocent they have no



idea of the impact of their words, or (b) so incorrigible they wouldn't change even if you pointed out that they'd hurt you. In either case, this theory goes, there's no point fretting about the speaker ("Oh, well, that's just old so-and-so...what do you expect?") — just get on with the content.

There's the "Get over it!" theory, which says that the hearer is just being too damn sensitive. We're all grown ups here, and we should know better than to waste time on our own hurt feelings when we are also capable of figuring out the innocent interpretation of what was said.

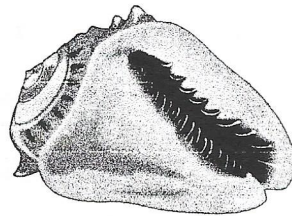
And there's the "Get on with it!" theory which holds that it's actually patronizing to worry too much about how to phrase your thoughts, because your hearers are expected to be smart people, so they should be capable of standing up for themselves if needed — isn't it insulting to imply that they can't?

Unfortunately, none of these theories work unless we are capable of asserting ourselves whenever a remark has distressed us. And unfortunately, being that assertive is something I find we can be out of practice with. I used to be able to hold my own in an academic philosophy department; now I've lost the skill. They and people like them intimidate me. Worse yet, intimidation is a two-way street. I just learnt that one of the people who intimidates me so much that I wouldn't make a challenge to is, in turn, intimidated by me. *Moi?* How could anyone be intimidated by stout little me — with my English accent that always sounds impatient or condescending to North Americans, or my fierce

scowls, even with the shattering insecurity caused by having been an RPT for so many years?

So I'd like to see us all find a way to prevent or deal with the "zingers" so we can talk about matters like scholarly activity without going ballistic. Gloria: any chance the teaching and learning centre can teach us how to handle academic-speak so we feel more than adequately safe in our competence, and can still respect each other in the morning?

—Moirra Gutteridge



## Speaking Across the Curriculum

*Ed.: This is from the March 24, 99 Vancouver Sun. The article originally appeared in the Los Angeles Times; the title is mine.*

Not long ago, Smith College English professor Patricia Skarda was walking behind two students deep in conversation. A strict grammatical constructionist, Skarda took note of their syntax.

"One used 'like' 48 times," she reported, "the other, 37."

Skarda was appalled, but not shocked. After all, the insidious proliferation of the youthful sub-dialect known as Mallspeak — in some quarters unlovingly called Teenbonics — was part of the reason Smith followed nearby Mount Holyoke College in

instituting a sweeping new curriculum that makes speaking as important as writing.

A product of both the urban street scene and shopping malls, the consumer cathedrals of North America, Mallspeak is the speech form that made "like" the first word to be a verb, adjective, adverb and conjunction — all at once. "Minimalist," "repetitive," "imprecise" and "inarticulate" are some of the words Smith College President Ruth Simmons uses to describe Mallspeak, adding "It drives me crazy."

At the start of this academic year, Smith launched its "speaking across the curriculum" program, featuring "speaking intensive" first-year seminars taught by senior Faculty members and an emphasis in many classrooms on oral presentations. At Mount Holyoke, 24 kilometres down the road, the Speaking, Arguing and Writing program initiated a year and a half ago as what is believed to be the country's first combined speaking and writing program is even more extensive.

From the day they first pass through the heavy iron gates of the oldest women's college in the United States, students are assigned speaking mentors. Each class includes an oral component, and some professors have added oral exams — long the purview of doctoral candidates, not undergraduates — to their course outlines. In a special speaking centre, student can videotape each other and are encouraged to critique their work.

At both schools, the premise is that writing skills and a degree from a prestigious institution are no longer enough. In order to face the



world beyond college, students must speak effectively, be able to organize cogent arguments and be ready to function in an increasingly team-oriented workplace. It's verbal competence-cum-confidence: Understanding that Mallspeak is fine when you're with your buddies, but beginning a meeting with "I was, like, y'know, whatever" just won't cut it.

Mount Holyoke College President Joanne V. Creighton calls the linking of these skills with liberal arts "revolutionary" and predicts that her school's effort will be widely emulated.

Already, that seems likely. MIT, Holy Cross College and Wesleyan College this year began focusing on speaking skills. Before launching its "speaking across the university" initiative in the fall, University of Pennsylvania officials consulted with Lee Bowie, the philosophy professor who heads Mount Holyoke's Speaking Center. Faculty Members from Stanford University also have contacted Bowie to learn about the Mount Holyoke curriculum, whose future seems guaranteed by a \$4 million endowment from an alumna and her investment banker husband, Harriet and Paul Weissman of White Plains, N.Y.

Bowie said the program was born out of "a concern that the fabric of public discourse has deteriorated." Mallspeak was only one symptom, and, in truth, Bowie was not terribly worried about that. Every generation has its sub-dialect, Bowie noted, designed in part to drive adults nuts and in part to establish verbal autonomy. His own 9 year old, Bowie said, could set up

shop offering classes in Mallspeak, a language "exquisitely suited to a very narrow purpose, communicating things of importance to young people."

Fine, said Bowie, but educators need to make sure that students know how to frame arguments and make points. This premise extends well beyond the campus, said Bowie, who worries that "as a society, we are not very good at addressing crucial issues. We have a tendency when there are hard issues either to fight over them or to skirt around them."

A school with just 2,000 students hardly reflects the planet at large. But it's a start, said Bowie, a recognition that "if students have something important and interesting to say, they're going to be able to say it well.

Over lunch at Mount Holyoke, speaking and writing mentor Emily Stork, a sophomore from the Los Angeles area, said one challenge is that often "students want to know if they're right or wrong" when they speak.

Or, said Carrie Alme, a sophomore speaking mentor from Bloomington, Minn., "they express anxiety about standing up and forgetting what they're to say."

"Or just anxiety, period," added speaking centre coordinator Donnetrice Barbee, 27.

For some Faculty members, the feeling was mutual. Biology professor Rachel Fink had qualms about trading some of her students' lab time to accommodate the speaking curriculum. Fink incorporated the curriculum by planning a mock scientific convention, where students

distributed research papers and presented their latest findings to their distinguished colleagues. It was a trade-off — because of the time involved, "they didn't get to do fly embryos or chick embryos" — and Fink had her doubts.

But when the day of the convention, titled "Out of the Lab and Into Your Life," arrived, Fink was blown away. One team reported on environmental estrogens, hormones that are believed to be reducing fertility levels in many species. The presentation lived up to its catchy title. "Those students are going to remember 'Impotent Alligators' forever," Fink said.

Graduating from Smith in 1980, Wendy Markus Webb said her own speaking skills were minimal. Webb, now a senior vice president at Disney in Burbank, Calif., said it was at the Harvard Business School where she learned to speak up and articulate her thoughts. Now, she said, when interviewing college students for prospective corporate jobs, "I would say they clearly have a hard time articulating themselves. They don't know how to sell themselves, and often they resort to monosyllabic answers."

New Jersey speaking consultant Edith Poor, a Smith College graduate who helped shape the new curriculum, described the speaking program as particularly important at a women's college like Smith. "I've been maintaining for many years that women have a special row to hoe with public speaking. One of the things that strikes me about Smith students is how very articulate they are but how lacking in confidence they are too."

- Elizabeth Mehren



# FSA Restructuring and Reorganization

## The Need for Change

As we discuss the strategic plan for UCFV, it has occurred to some of the Executive members who have served recently, that the FSA's structure and organization has not evolved to reflect the growth of the institution and the accompanying diversity. While a full FSA strategic plan might seem excessive, there are probably some lessons from the past few years to be learned and discussed, with the aim of changing our organization. In an attempt to provoke explicit discussion about these issues, I present this list of issues and proposals.

Readers should not view this as an officially endorsed FSA position paper; in fact it is probably impossible for us to act on all of these issues in the short term, and several of my fellow Executive officers may disagree with much of this.

However, at the most recent FSA Executive meeting, the Executive considered an earlier version of the issues and proposals listed below (it has been revised in a very minor way for this publication). As an outcome, the Executive passed four motions, which are listed at the end of this article.

## Problems to Address:

1. The President's workload, as the role is now defined and understood, is excessive.

2. The FSA's handling of grievances is generally inefficient and, too often, ineffective in the long term.

a) The FSA finds itself with the same types of problems recurring; our documentation of events and record-keeping of problems/issues don't help us to realize this.

b) The pool of people who are involved in the FSA's work, and who are knowledgeable about the issues, needs to be expanded. The shop stewards group needs to be given duties, education, and time to be more involved.

3. The FSA needs to increase its level of training. Relatively few people are 'learning on the job' to later become involved in a major role on the Executive. We need to make better use of the courses, seminars, etc., available to us.

4. Some disaffected members feel that they have no representative 'seat' on the Executive (e.g., heads/directors, academic Faculty, non-instructional Faculty).

## Proposals/Reflections

(Some proposals are related, but all are meant to be separate considerations for discussion.)

1. The President needs to have some traffic control mechanisms in place for allocating work.

**Proposal A:** Have members direct business to the FSA office and have our Staff make first referrals. This would allow some record-keeping of the number and types of inquiries presented to the FSA.

**Proposal B:** Provide the President with a supporting cast with time to take on some of the duties. Perhaps

vice presidents should be designated differently and assigned tasks falling within their designation (e.g., internal and external VPs rather than Staff and Faculty VPs).

2. a) We need a record-keeping system to identify issues, not just cases.

**Proposal C:** Institute forms and/or other record-keeping for i) questions to FSA, ii) grievances that don't become pursued, and iii) grievances that do become pursued.

**Proposal D:** Record negotiated compromises and CA application agreements through the Labour-Management Board so that we can refer back to them and distribute them to the membership.

2b) We need to de-centralize our course release for grievance work.

**Proposal E:** Have a single grievance chair, with  $\frac{1}{2}$  to  $\frac{3}{4}$  time release, and a set of 4 to 6 shop stewards with  $\frac{1}{4}$  time release each. Devote educational resources to the office of the chair; designate the chair to be responsible for legal/policy education, Step Two grievances, and coordination of the committee, only.

3. For both grievance work and the presidency, having a supporting cast of Executive members "in training" would help.

**Proposal F:** Allocate a budget for training and education opportunities to members who have an interest in continuing with the FSA in future years.

4. We need to consider designating the responsibilities of our Executive members to reflect additional interest groups.

**Proposal G:** Set up ongoing versions of some of the strategic



planning sub-groups, each with a non-voting position on the Executive. Some relevant sub-groups might be: Institutional support, Multi-campus structure, Partnerships, Program mix, Scholarship and PD, and Program delivery.

**Proposal H:** Set up parallel practices regarding bargaining, and FSA Executive meetings, to allow some of the membership jurisdictions (e.g., Faculty, Staff, RPT) to meet separately, as well as meeting as a group. (Perhaps institute a monthly general meeting and monthly sub-group meetings).

**Proposal I:** Consider some additional seats on the Executive (to formalize the representation of Heads/Directors, for example) or broaden the scope of some positions to do this (PD Chair might be the appropriate spokesperson for academic Faculty concerns, for example)

### Other Proposals

The decision-making mechanism used in the past two years has involved three levels of responsibility: i) the membership at large, ii) the Executive as a whole, and iii) a group of table officers who meet weekly (in an open meeting). This third group has been used to discuss presidential and grievance decisions that either couldn't wait for the monthly Executive meeting, or were considered too sensitive (regarding an individual member's confidentiality) for such a wide discussion. While it is important that the responsibility for political decisions of the President and the Grievance Chairs rests with the persons elected to the relevant

positions, it is also important that these decisions have some accountability to a broader base of decision-makers.

**Proposal J:** Incorporate a role for a set of five table officers into our constitution, requiring majority approval for presidential decisions which are not taken to the full Executive.

**Proposal K:** Incorporate a role for shop stewards into our constitution, requiring majority approval for all grievances taken to Step One, unless they are taken to the full Executive.

Here are the Motions passed at the March 24, 1999 FSA Executive meeting:

1. That the FSA Executive form a subcommittee to develop descriptions of Executive job duties, and a supporting budget, to provide the president with vice presidents who have time to receive delegated duties.
2. That the FSA Executive form a subcommittee to develop descriptions of Executive job duties, and a supporting budget, to ensure broad accountability for the decision-making and the workloads of the President and Grievance Chairs.
3. That the FSA Executive form a subcommittee to examine the duties and composition off the FSA Executive to ensure adequate representation of all constituencies within the membership.
4. That the FSA Executive form a sub-committee to develop descriptions of FSA Executive job duties, and a supporting budget, to provide greater emphasis on training of Executive members

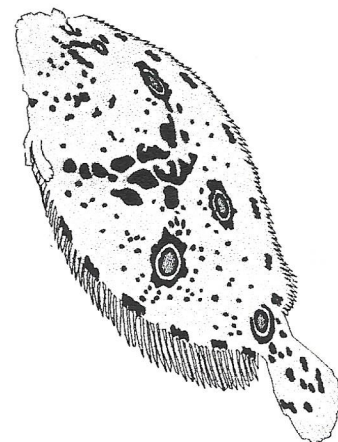
and documentation of enquiries, grievances, bargaining notes, and Collective Agreement interpretations.

### What Next?

A subcommittee of FSA Executive officers will meet to reflect on past practice and discuss future proposals. In the short term, this group will recommend (to the Executive) changes that might be made to the release structure for officers, and changes to the procedures affecting the work of these officers.

Some of these changes could take effect in the upcoming year. In addition, constitutional changes to the structure of the Executive and to the voting, reporting, and bargaining procedures of the FSA will be developed. These will require broader discussion in the upcoming year, and changes to the constitution would require votes of approval from the membership as a whole.

-David Morosan





## Stupid Questions (to live by?)

*Ed.: Here's another bit of flotsam off the Internet, just for fun.*

A stitch in time saves nine what?

After eating, do amphibians have to wait an hour before getting out of the water?

When they make Styrofoam, what do they ship it in?

Before drawing boards were invented, what did they go back to?

Can you buy an entire chess game at a pawn-shop?

Crime doesn't pay: does that mean my job is a crime?

Do steam rollers really roll steam?

Do vegetarians nibble on animal crackers?

Ever notice the permanent press setting on irons? How can anyone ever imagine a world with no hypothetical situations?

How can there be self-help 'groups'?

How can you tell it's time to tune your bagpipes?

How come wrong numbers are never busy?

How will you know when you run out of invisible ink?

If 7-11s are open 24 hours per day, 365 days per year, why are there locks on the doors?

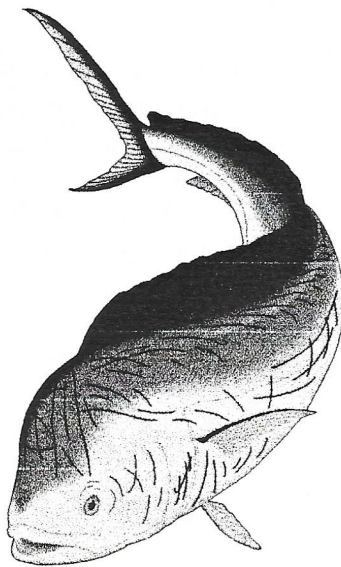
If a food processor slices, dices, mashes, and hashes, then what does a word processor do?

If a picture is worth a 1,000 words, how much is a picture of a 1,000 words worth?

If a pronoun is a word used in place of a noun, what is a proverb?

If a word in the dictionary was misspelled, how would we know?

If a tree falls in the forest, does the Earth scream in agony?



If absolute power corrupts absolutely, does powerlessness then make you pure?

If all the world's a stage, where the heck is the audience sitting?

If god dropped acid, would she/he see people?

If the #2 pencil is the most popular, why is it still #2?

If you had a million Shakespeares tied to wordprocessors, could they write like a monkey?

If you tell a joke in the forest but no one laughs, is it really a joke?

If you try to fail and succeed, which have you done?

Is a small pig called a 'hamlet'?

Is sexual harassment in the workplace a problem for the self-employed?

What was the best thing *before* sliced bread, anyway?

What's the synonym for thesaurus?

Why do wieners come 10 to package and hot dog buns only 8?

How come 'wise guy' and 'wise man' mean completely different things?

Why is 'abbreviated' such a long word?

Why isn't 'phonetic' spelled the way it sounds?

Why is it that to shut down Windows 95 I have to click on 'Start'?

Why is the alphabet in the order it is in? Is it just because of that song?

Is 'tired old cliché' a tired old cliché?

Why do we say 'pair of pants' when there is only one article of clothing involved?

If everything is part of a whole, then what is the whole part of?



## Notes & Notices

### FSA-CUPE Collective Agreement Ratified

The FSA Executive and CUPE Local 1004 have ratified their first collective agreement. The agreement was reached in a mediation session at the B.C. Labour Relations Board on February 10. After 16 months of difficult negotiation and a strike vote by CUPE, we are pleased to have an agreement that both sides can live with. We have learned a great deal during the negotiation process, including the fact that there is no necessary connection between what union members earn and what that union's own employees earn. (Clerical employees of the Teamsters Union are currently in a dispute about pay equity.) Our agreement provides a clear job description for Fenella and J.R., recognizing all they do for the FSA. It offers a salary of \$22.31/hr, which compares with \$21.85/hr for the nearest comparable FSA members' jobs, and \$24.12/hr for CUPE Local 1004 members employed by other C-IEA Faculty unions. Other benefits and entitlements in the agreement are closely comparable to the FSA's Collective Agreement with UCFV.

-Maira Gutteridge



It's that time of the year again: Mark your  
calendars for the FSA Annual General  
Meeting:

WEDNESDAY, MAY 5<sup>th</sup>  
3:00 to 5:00 pm  
THEATRE, ABBOTSFORD



# FSA NOMINATION FORM

## ELECTION OF OFFICERS YEAR 1999/2000

*Nominations shall be open until the Annual General Meeting & shall close at the Annual General Meeting.*

**Please complete and forward to the FSA Office, Abbotsford campus.**

### POSITIONS TO BE FILLED:

President  
 Past President  
 First Faculty Vice-President  
 First Staff Vice-President  
 Second Faculty Vice-President  
 Second Staff Vice-President  
 Recording Secretary  
 Treasurer  
 Contract Chair  
 Communications Chair  
 Grievance Chair (Faculty)  
 Grievance Chair (Staff)  
 Professional Development Chair  
 Agreement Chair  
 Job Classification Audit Chair  
 Occupational Health & Safety Chair

**CIEA Reps:** Non-Regular Faculty, Status of Women, Human Rights

.....  
**I NOMINATE** \_\_\_\_\_

**FOR THE POSITION OF** \_\_\_\_\_

\_\_\_\_\_  
*(name and signature of NOMINATOR)*

\_\_\_\_\_  
*(date)*

**I ACCEPT THE NOMINATION** \_\_\_\_\_  
*(signature of NOMINEE)*



